GRUMMAN plane news

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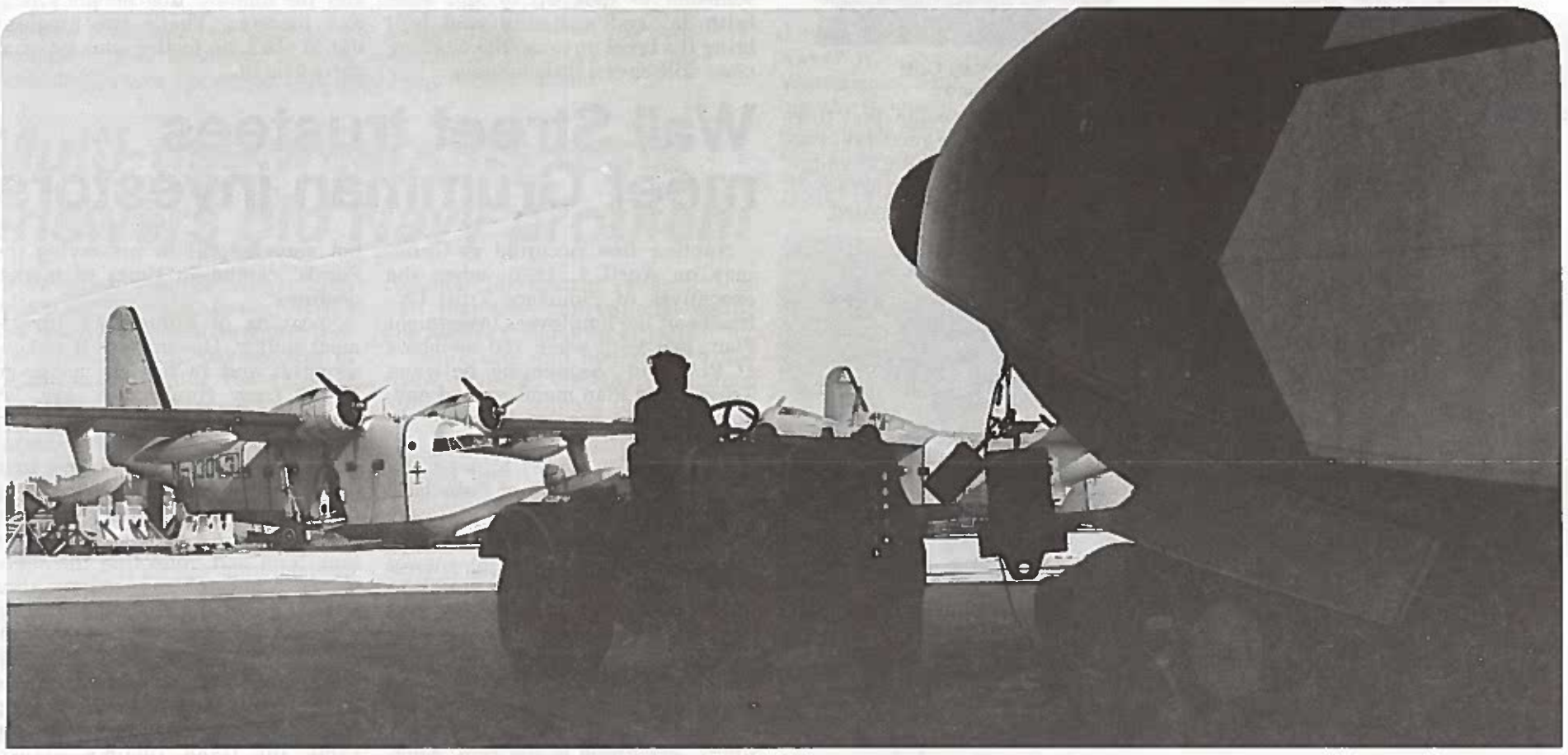

Climate at Stuart ideal for growth

STUART, FLA.—It's not unusual for a visitor to compare Plant 77 to the early Grumman days in the Baldwin garage 45 years ago. The same camaraderie and "family-type" working environment exists here.

Stuart has come a long way since its infancy in the '50s when it was a winter home for Grumman's flight test operations. "It has grown to become a major contributor to the whole corporate effort," remarks Vice President Jim Zusi, director of Stuart Operations, "because we've been able to fuse the spirit of a 'family-type' operation and the quick response essential in today's competitive market." Adds Art Melrose, Stuart's deputy director, "Here, we all feel we are part of the action—and each one of us is."

The diversity and number of tasks

(Continued on page 4)

what do you think?

Recently, the PLANE NEWS put out a call for suggestions, and one request was to begin a Grummanite opinion column. Starting in this issue the Plane News will feature the photos and answers of randomly selected employees on a question of current interest. This month's question is:

What do you think the most difficult task facing the next president of the United States will be?

Jill Clough
Plant 30

Getting the country back into shape economically. Just look at the shape New York's in. The reason the economy's on everybody's mind is because it affects everyone.

Ken Van Cott
Plant 31

To convince the people that there will be an economic recovery. People don't believe anything anymore; they find it very hard to trust a politician, and they're discontented.

Marie Isbell
Plant 3

Bringing the people together. There's too much sectionalism, and as a result people don't really believe in politics anymore. We need someone to look up to and have faith in, and someone who will bring the taxes down so the working class will have a little money.

Vincent De Angelis
Plant 3

To bring the economy back to where the people can afford to live. There's no comparison between the way the cost of living has gone up and the amount that people's salaries increase. That's the toughest nut to crack no matter who, or what party gets in.

Ed Hayes
Plant 18

Getting us out of the economy slump: that's the biggest problem. The best thing for the country right now would be getting everybody back to work.

Lawrence Lagin
Plant 10

Controlling inflation and putting a stop to the recession. Somewhere, the deficit spending, the raises, and the cost-of-living increases are all going to have to stop, or what's happening to New York will happen to every city in the country.

Debbie Solvang
Plant 30

To bring about unity of the people. That and improving the nation's economy, which involves everyone and anyone.

GRUMMAN plane news

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Wall Street trustees meet Grumman investors

Another first occurred at Grumman on April 1, 1976, when the executives of Fiduciary Trust Co., trustee of the Employees Investment Plan, met with some 150 members at Plant 30. A meeting between Trustee and Plan members had never taken place previously and audience participation was spirited, lively, and, at times, probing. Hi Upson, vice president of Fiduciary, fielded the questions and Larry Huntington, president, acted as backup man. They tried to answer each question fully and promised follow-up responses when they had no immediate answer.

During the discussion period, it became apparent that some Fund participants were unaware of the Trustee's freedom to invest their funds. According to the Plan, when an employee joins, he or she indicates the manner in which contributions are to be invested: in Grumman common stock, Equity Fund, or Fixed Income Fund. By way of explanation at the meeting, Grumman Corporation Secretary and Plan committee member Bob Bradshaw read from the Investment Plan prospectus as follows:

"...the Trustee may from time to time, in its discretion, temporarily invest all or any portion of the Equity Fund, the Fixed Income Fund, or the Company Stock Fund in savings bank deposits, commercial paper, short term United States Government obligations, or other short term investments, or temporarily keep all or any portion of either Fund in cash or cash balances, when it deems such action to be in the best interest of the participants and their beneficiaries."

"This discretion allowed the trustee," Bradshaw explains, "is often very helpful in preserving the Funds' capital in times of market decline."

Speaking of Fiduciary's investment policy, Upson rates it as conservative and in no way a "go-go fund." Larry Huntington says, "A conservatively managed fund sacrifices some gains in a rising market but its losses are minimized in a declining market. Over the long pull, this produces better results for investors." The Plan looks for the long term and, reflecting the sentiments of most of its members, aims at such goals as a down payment on a house, college tuition, or retirement income. Upson explained that "Fiduciary's goal is to realize over the long term a 10 percent return on common stocks and, presently, the same for fixed income investments."

When asked, "Why do you take the risk of investing in equities when you can get the same return from the Fixed Income Fund?" Upson answered, "According to market experience, equities have returned 10 percent yearly over the long term but this has not been the history for fixed income investments. Fixed income investments are currently yielding a return comparable to common stocks but market experience has shown that this is only a temporary situation."

On the issue of investment return, the speaker was asked why Fiduciary underperformed the Standard and Poor Index. Upson said that Fiduciary and most other Funds did not do as well as the S&P because of the adverse market conditions of the past several years. He went on to comment that investing was not an exact science but an art.

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Honor Hawkeye. Capt. Richard Wilson, Bethpage Naval Plant Representative (L), discusses with Chairman and President George Skurla and Vice President Tom Guarino, E-2 program director (R), the commendations that Grumman recently received on Hawkeye from the Naval Air Systems Command. (Photo by Harry Prodromides)

Navy lauds Hawkeye tests 'highly gratifying'

Grumman Aerospace and the Naval Air Systems Command have been testing the E2-C weapons system for the past year and a half. Two thousand flight hours later, they have found the system's reliability and maintainability "highly gratifying," and according to Capt. Richard V. Wilson, Bethpage Naval Plant Representative, the test results are "indicative of the exceptional level of effort sustained by Grumman personnel during the initiation of the E2-C "Hawkeye" as a working member of the fleet aviation team."

The results of the demonstration were outlined in a letter of commendation from Adm. J. H. Foxgrover of Naval Air Systems Command in Washington, sent to Grumman last month. It was noted that all Navy contractual requirements were met, sometimes exceeded, and that the testing was also significant in other areas. Corrective measures were evaluated during the demonstration, a data base was acquired for maintenance manuals and instructions, and, as quoted from the letter, "It went beyond contractual terms in mutual cooperation and understanding to achieve results."

In part the letter said: "By achieving almost three times the specified requirement for total weapon system Mean Time Between Failure (MTBF), you have demonstrated that reliability can be designed into a weapon system by the application of sound design practices, conducting a thorough reliability test program and the incorporation of corrective actions at the earliest possible time in the procurement cycle."

In a note to the E2-C Hawkeye personnel, President George Skurla lauded the field test as "Another milestone for GAC and the Hawkeye team, Keep it up."

Multi-use weapons tests answers old Navy problem

How would you like nine million dollars for the right answer? That's how much the Special Support Products Group of GAC has brought in so far for developing the versatile AN/AWM-67, Weapons Release System Test Set—the right answer to a Navy problem. And they like that very much.

One of the problems faced by the Navy in its continual battle with inventory control is finding common tools that will do the combined job of numerous other tools. Recently, Special Support produced such a common instrument, a multi-use unit that tests conventional weapons release systems for aircraft.

Before this unit appeared on the scene, says Ted Weiss Jr. of Product Support the standard procedure for checking bomb- and rocket-release systems of the Grumman F-14A Tomcat and A-6 Intruder series aircraft, the McDonnell Douglas F-4 Phantom and A-4 Skyhawk, the LTV A-7 Corsair, and Lockheed's S-3A Viking, was to use separate testing equipment for each manufacturer's plane. But so much equipment took up valuable space and required its own supporting materials. It also meant greater cost for multiple purchases, extra training hours, more service manuals, and additional mechanics. Yet, every tool did basically the same job—check weapons release systems.

Now Grumman presents a multi-use check-out set that tests not only Grumman planes but also those of other companies. It checks out seven weapon stations at 56 release points, providing a simple go-no-go read out display. The grid display also isolates and analyzes any fault in the bomb- and rocket-release array.

Weiss says the test set not only takes care of a Navy need for a common tool but is remarkable because it's lightweight (36.5 pounds), compact, portable, and able to do the job in a half-hour.

The problem of developing common tools to replace many different tools doing the same job is always a challenge. And Special Support is trying to meet the challenge again as it works to develop a multi-purpose ordnance testing unit.

Calling all smoke-eaters

Grumman Allied Industries, Inc., a subsidiary of Grumman Corporation that markets ambulances, Howe fire trucks, and the nozzle pump operator, is looking for Grumman employees who serve as volunteer firemen to acquaint them with its products.

If you are a volunteer fireman in your community and wish to find out more about Grumman Allied's fire fighting equipment, contact Anne Prochoroff on Ext. 3446 or drop a note to her at Headquarters Building.

Need more iron?

According to the Health Insurance Institute, Women need the same number of nutrients as men, but they require less calories for energy. As a matter of fact, when it comes to iron, women need *more* than the opposite sex, and it is estimated that 30% of American women under 50 have an iron deficiency.

Official visit

General David Jones, chief of staff, United States Air Force, recently visited Calverton Operations for a detailed review and discussion of the EF-111 program. At right, General Jones, accompanied by his special assistant, Col. Harold Todd, is shown touring the facility with Chairman and President George Skurla. Above, Grumman flight crew member Bob Gordan gives the general a cockpit orientation in an EA-6B. (Photos by Rich Breunig)

On Stuart team, everyone's part of the action

(Continued from page 1)

undertaken by Grummanites in the Sunshine State is somewhat astonishing. "Stuart has a more varied amount of work in-house than any other plant in the company," says Jim Houlik, director of Plant 77 Manufacturing. To meet this challenge, many men and women have cross-trained their skills so that they can switch jobs as the need arises.

The long list of production activities at Stuart includes:

- spare parts for out-of-production aircraft
- commercial engine pods for I.A.I., Dassault, Hawker Siddeley, and Falcon
- F-14 pylons and missile adapters
- E-2C wings, ailerons, elevators, flaps and cowlings
- wiring and harnesses for a variety of programs, including A-6E, EA-6B, F-14
- modification and inspection and repair as necessary (IRAN) of amphibious HU-16 Albatrosses
- yearly inspection of the U.S. Navy's eight TC-4C aircraft.

But the two largest pieces of the Stuart action are the OV-1 Mohawk and the F-14 Tomcat aft section.

Since 1968, when Plant 77 began assembling the entire OV-1 aircraft for the U.S. Army, it has been known as Mohawk Country. Melrose is quick to point out that "Our first Mohawk was the first fully fabricated military aircraft ever produced in Florida."

The Mohawk continues to play a leading role in Stuart manufacturing. Just last month, the U.S. Army Aviation Systems Command awarded Grumman a $13-million contract for the modernization or overhaul of 27 OV-1's. Other work for the Army now being conducted at Stuart and the Product Development Center in Plant 5 amounts to approximately $15-million.

The F-14's aft center section, the stress workhorse of the Tomcat, is also manufactured here, so it's understandable why the Stuart Tomcat team is constantly aiming for a top quality product.

The arresting hook used in carrier landings is attached to the aft center section, and, according to Plant 1 stress analysts, this section must withstand a total drag load of 170,000 pounds during landings—that's equivalent to three-and-a-half times the weight of an entire F-14. As the Stuart-built Tomcat section becomes part of the air superiority fighter in final assembly, it also supports the vertical and horizontal stabilizers, and the engines.

With this job at hand, it is no wonder that the Plant 77 Tomcat team is constantly striving for "Pride of Workmanship." In fact, all the production and inspection crews at Stuart have been "gung-ho" on the company program. According to Zusi, Plant 77 is the only Grumman facility that has 100 percent participation in "Pride of Workmanship." In a recent memo to Chairman and President George Skurla, Zusi wrote: "The quality and cost of the end product speak for themselves. And there is a unity of purpose among our workers which I have not seen since the days of World War II."

Word about the spirit of Stuart's "Pride of Workmanship" is spreading. At a recent pin meeting in Plant 5, Skurla told Bethpage Grummanites of the excellent "can do" attitude exhibited by Stuart men and women thus far in the program.

Perhaps a better measure of the Florida team's accomplishments is the physical growth Plant 77 is experiencing. Over the past three years, several mobile trailers have been installed to house additional personnel. Last year, aviation hangar number five opened for business. Any day now, ground will be broken for a much-needed 22,000 square foot warehouse, and future plans list a cafeteria.

Now at a peak in employment with 900 employees, Stuart is initiating training and development programs.

"We really started to put training on the map in 1975," says Frank Walton, director of Stuart's training and development. "We started voluntary after-hours education which included basic, advanced, and electronic blueprint reading courses. On tap for this year are additional courses for skills certification, our first co-op student, and an in-house management training program."

Training will also be broadened by the use of video tape in the near future.

Though Stuart has grown over the years, "the operation is still small enough to get your arms around it," remarks Zusi. "Because of our size we're able to put our quick-reaction capabilities to any problems that might arise. That's particularly important when you consider the wide range of programs we're undertaking. In short, we're small enough to control our business—and we're big enough to accomplish it."

Well-are you an OK Boss?

Are you an "OK boss?" According to Muriel James, author of a recent book on the subject, the question is not addressed only to management. "All of us are subordinates as well as bosses. Supervisors, managers, top executives, corporation officers, and directors on a board have to please others ...", says James in an article, "The OK Boss is All of Us" for the February *Psychology Today* magazine. Another of her arresting observations is that parents are bosses as are teachers and employers. "All the way up the ladder, somebody usually bosses somebody else, or at least wants to boss them."

Muriel James is the director of the Transactional Analysis Institute, a consultant in the field, vice-president of the International Transactional Analysis Association, an ordained minister, and also holds a doctorate in education.

Transactional Analysis (TA) is now a popular tool of management used in business, schools, and government. A basic tenet of TA is that all personalities are made up of three parts or "ego states." These states relate to behavior patterns developed in early maturing stages of individuals. The "child ego state" is operating when people (bosses) act and feel as they did in childhood. The "adult ego state" is when they are acting in a rational way—gathering information, estimating, and evaluating. Then there's the "parent ego state," when people feel and act as their parent figures did.

Because each person's background differs, each has attitudes, opinions, and, yes, prejudices learned from their parents and other adults. As most people show (now and then) some behavior from all three states, each person, though unique, falls predominantly into broad categories of bossing styles. These are: critic, coach, shadow, analyst, fighter, pacifier, and inventor. Of course, in any of the styles, a boss can be OK or not-OK. The following are brief descriptions of types of bosses in the reckoning of Transactional Analysis by Muriel James.

Parent bosses

The "critic" is able to discuss, judge, and communicate reasonably. Not-OK critics are repressive and opinionated—actually dictators. OK critics withhold judgement until all the facts are in, are clear thinking and talking. They might not be popular but their ability to choose between important and unimportant data makes them valuable to every organization.

The "coach" is generally a parental boss who wants to be helpful, will cheer others on to develop their full potential, and is patient and flexible. Not-OK coaches smother their teams as benevolent dictators, stifling growth and initiative.

The "shadow" boss stays out of things "like a father or mother who is never there," keeps a closed door, and employees at bay. OK shadows can be liberators inviting creativity in others. While more dependent employees may need strong parental guidance, self-starters will thrive in an unrestrictive situation.

Adult type

The "analyst" boss is always rational—weighing results. Not-OK analysts are intent on precessing facts first and foremost. They have little time for the human side and make remarks similar to, "Let's get on with the job. Let's not talk about personal matters." The humane OK analyst is not mechanistic. People are of interest to them and they are communicators who know there's a time to work and a time to play. Their information is used in an understanding way (negative and positive) without playing the "now I've got you" game. He or she is the "able" boss.

Child ego states

The "pacifier" is agreeable but when not-OK, gives in to both superiors and subordinates, which can be counter-productive. When OK, pacifiers also avoid a fight but are willing negotiators because of a respect for others opinions.

The "fighter" or aggressive boss is in the game to win. The trouble is that a not-OK fighter scrambles after success by fair or unfair means. He or she is fond of the "I win, you lose" game. OK fighters channel their aggressions into teamwork. Good partners with subordinates, they will do battle to protect workers, departments, or company. Their fighting stance is fair and not really hostile. Information is shared by them with their workers on strategies in business or plans in general.

The "inventor" has quick ideas and some have flashes of genius. Energetic, they pace the floor when thinking and seem always to be on the move. The not-OK inventor boss has a short attention span and can forget his own plans for new ones. The OK inventor boss is an innovator, has good ideas for new and old products or solutions to problems, and, as a good joke teller, creates an interesting work atmosphere.

Transactional Analysis examines the things people say and do to each other. In exchanging words and gestures, something good or bad is gained by each person. What is given or received depends on the ego-state at work in both people at

(Continued on page 9)

Name 12 winners in expanded scholarship contest

The recently completed 1976 Grumman Science and Engineering Scholarship competition was bigger and better than ever before. Out of 365 applicants, 12 were selected for scholarship grants. That's two more than last year when there were 220 entered in the awards race.

This year, the winners are evenly divided between Grumman employee dependents and non-dependents. The parents of the six Grumman winners felt confident their children would be high in the running but they knew the competition would be keen. Indeed, besides ability, confidence seems to be a consistent factor found among all the winners.

Jim, a loyal teen-age brother of Janet Crabbe, had no doubts about his sister at all, saying, "I knew she'd win, she was probably picked first." Her mother explains, "we felt Janet could win because she tries so hard and is very methodical...taking care of every detail."

"All of our friends and relatives were sure that Lisa would be selected," Mrs. Petruzzelli says, "but you really can't believe something like this until it happens." John Petruzzelli, Lisa's father and Plant 5 coordinator, says, "we're very glad she won. She thought the interview went quite well and did the best she possibly could on the test."

At the Luzzi household, Margaret Luzzi explained how glad they were for David saying, "The scholarship is especially welcome because next year Carol, our daughter, will start medical school which is very expensive." Ted Luzzi, a Grumman research scientist, said, "Dave will be a third generation engineer, following my father and me. So we're proud he won and will join the same profession."

Speaking about his son, Pete Kelly, section head of Guidance and Control says, "Phil has always been interested in engineering, he's into computers, and is fascinated with building and designing things." His wife Mary adds, "We're very happy for Phil. We thought he had a good chance of winning and now that he's won, he'll be able to go to a top school."

Carol Zeidner said of her son, "After Larry went on a tour of Grumman, he was so impressed that he said he would like to work there even if he didn't win." Sid, validation engineer and Larry's father, was not at home to comment, because he'll be at Widbey Island, until the end of May. Carol Zeidner, said, "When my husband joined Grumman 12 years ago, he told me about the scholarship plan. Since that time, we hoped that one of our boys could take advantage of it. So now we're more than happy that Larry won."

"Naturally as Peter's parents," John Adornato, proposals material manager, explained, "we felt sure that he'd win because he's always been a top student." John went on to say that Peter was a well-rounded person who as president of his school Honor Society "worked with the Congress of Italian-American Organizations to hold a conference of students and senior citizens so that they could understand one another better."

Grumman awards science and engineering scholarships annually "to encourage the pursuit of technological careers among the young people of Long Island." Winners can select any accredited engineering school provided their primary interest is a long term career in engineering or major supporting fields in the area of the company's activities. Courses of study open to scholars this year are more numerous and allow engineering students to specialize in aerospace, chemical, civil, electrical, industrial, or mechanical studies while science majors can pursue applied math, chemistry, computers, materials, or physics.

Sing along. The Petruzzelli family sings along with strummin' Grumman scholar, Lisa. Michael and Judi sit on the floor and join with (L to R) Donna, Bea, Lisa and Perry in the songfest.

Bow taker. Grumman scholar Janet Crabbe bows the violin accompanied by her mother, Jeanne. Her brother, Jim, a student at the Naval Academy Prep School, and dad, Jack Leonard, listen.

Recent modifications in the program increase the number of scholarships to 12 (from 10) and expand it to include graduate students. The scholarship covers undergraduate tuition up to $2,500 a year and provides $1,500 for graduate study to selected Grumman scholars. Graduate awards are renewable for a second year when the Masters program requires it.

Employment in one of the Grumman plants for at least ten weeks during summer vacations is, in normal times, part of the scholarship plan. After successfully completing undergraduate studies, scholars can look forward to employment by the company provided suitable positions are available at the time of graduation.

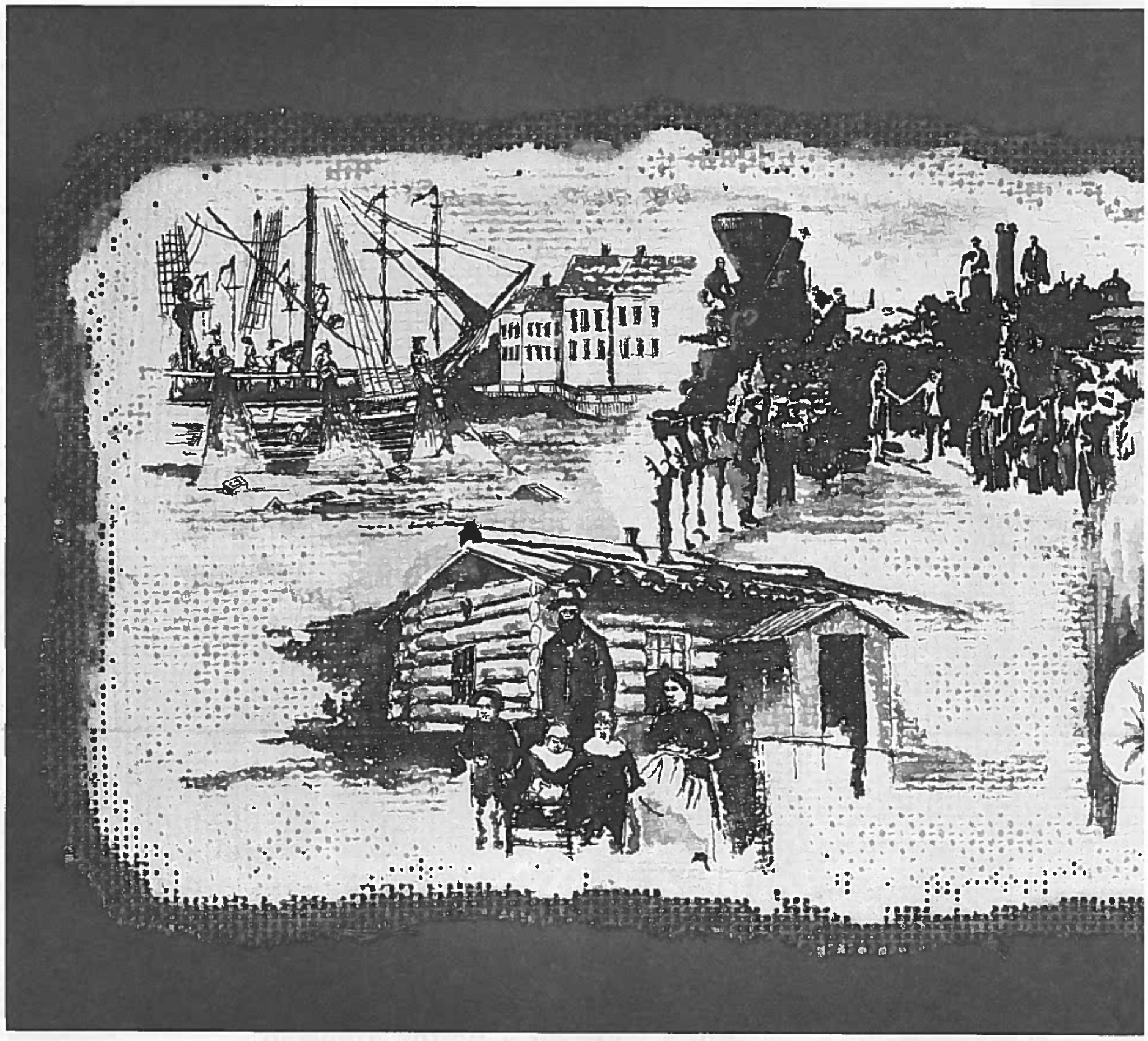
Winners are named by the Scholarship Recommendations Committee made up of corporate officers and a secretary. Dependent as well as non-dependent winners and alternates are selected by the same procedures. According to the scholarship plan, dependents of corporate officers are not eligible for the program.

DAVID LUZZI will enter Stevens Institute of Technology next fall and specialize in mechanical engineering. Like his father and grandfather before him, David expects to follow a career in engineering. Besides math, music is his other interest centering on playing piano and trombone. He caddies during his summers and now works in the pro shop. In between golf jobs, he runs his own lawn care business. This Garden City H. S. senior is also active in model railroading.

LISA A. PETRUZZELLI, a senior at St. John the Baptist H. S., West Islip, will major in mechanical engineering at Rennsselaer Polytechnic Institute. She is a member of the math club, math team, speech club and the newspaper staff. Lisa has been a girl scout, working at scout camp during the summer, and a naval cadet. The past two summers she worked with the Islip Department of Recreation.

LAURENCE E. ZEIDNER is ranked first academically in his senior class at Baldwin High School. Math is his consuming interest and his last few summers have been spent at Hampshire College studying math and computer subjects. It isn't surprising that this young scholar will enter Princeton in the fall and major in computer sciences. A national merit semi-finalist, he was valedictorian in Junior High and is presently year book Editor-in-Chief.

Our American ancestors built a future with daring and foresight, but they weren't all great men and women. That is, no greater than you or me. Life was a challenge in 1776 – as it is today. Americans then met the challenge with flintlocks and hope. They didn't fight for glory or ambition; they fought for survival and their own future. How they struggled – met the challenge – is what we now call the Spirit of '76. The years changed, but the spirit of building for the future remains, as does the challenge to stay free and prosperous. Today you can help meet the challenge with U. S. Savings Bonds, still part of the Spirit of '76.

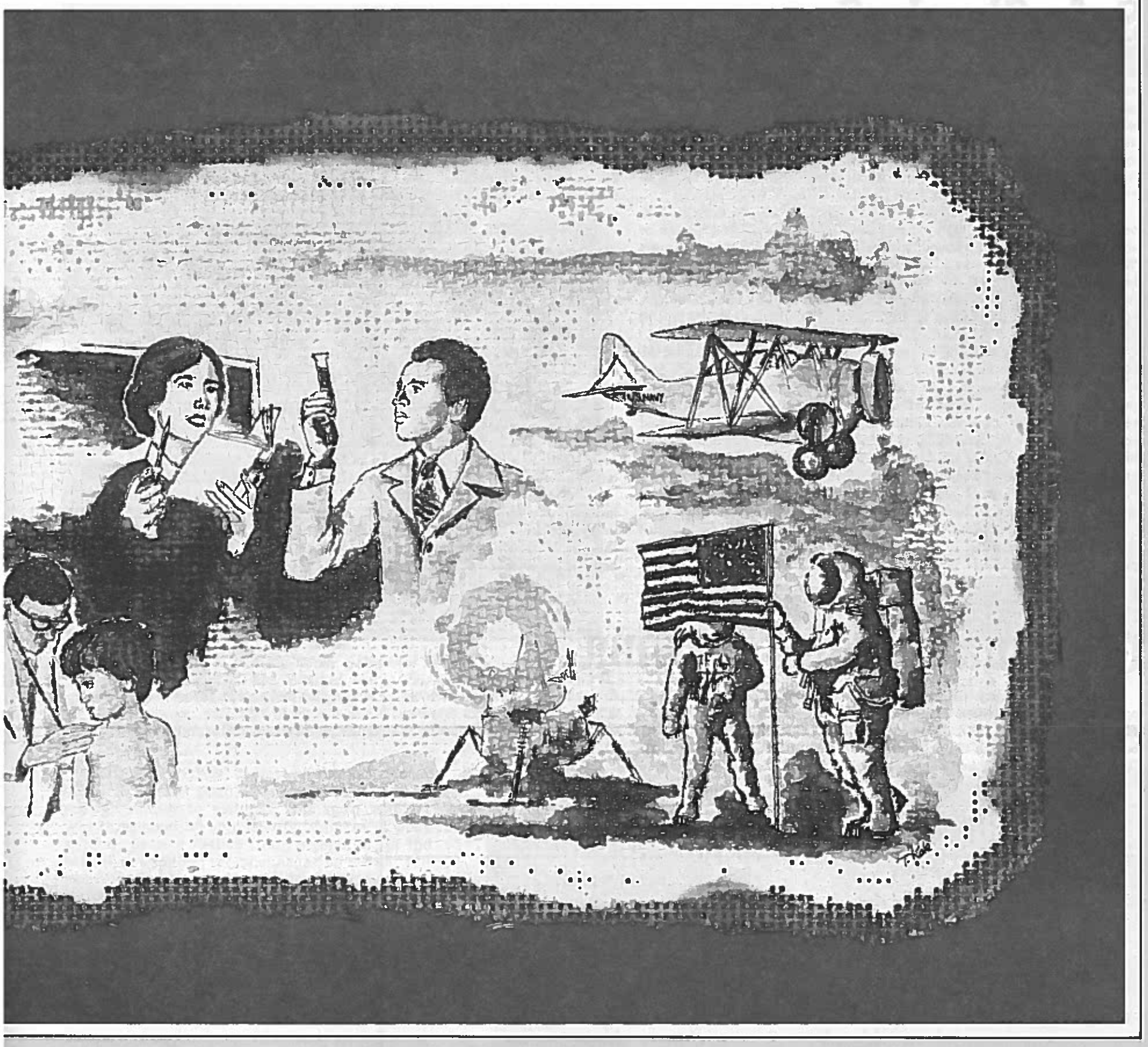


The Spirit really began before 1776, as European settlers came to the Americas, struggling in the wilderness. Their determination to survive was the first declaration of independence . . . and from those colonists came the will to *stay* independent. Later, Americans started a revolution with a tea party, and kept the Spirit not only by fighting, but by loaning their money to the fledgling U. S. Government as well. Personal bonds purchased by Americans brought the revolutionary nation $27 million, enough to help finance the battle for our freedom and make the British colonies these United States.

The union of independence expanded rapidly, and by the mid-1800's, the Homesteader's law brought thousands of Americans across the western territories to stake a claim on their own future. They had come to settle an expanding American frontier. The U. S. Government bought the future for millions of Americans with United States Stock for the Louisiana Purchase and the annexation of Texas, California, Nevada, Utah, Western Colorado, Arizona, and New Mexico. Later, in 1867, some of the settlers themselves would buy bonds that paid for a new frontier, Alaska. Once again, the Spirit of '76 was gaining strength as Americans invested in their country.

Americans have always needed to get around. The 13 colonies had begun to expand before the war was over. In 1783, the Cumberland Road, financed by the U. S. Government with the people's assistance, was helping the pioneers find their way westward. Canals and ships were being built, and it wasn't long before steamboats began chugging up the Mississippi. On May 10, 1869, at Promontory Point, Utah, the transcontinental railroad united east and west with a golden spike – and the financial support of citizens who were watching their country grow together. To join the Atlantic and Pacific, Americans paid for and built the Panama Canal. Things were looking up, and in 1909 the U. S. Government bought its first airplane from the Wright brothers.

A new century began, bringing the first World War and the predecessor to U. S. Savings Bonds. They were called Liberty Loans, and Americans



bought $28 billion worth in 1918 alone. Americans paid dearly for world peace, but after the war the benefits of their support kept the country advancing. The 1920's saw the establishment of women's rights and the arrival of millions of new immigrants. America became a blending of nationalities and races that would give the country valuable cultural variety. When the economic depression hit the world, those Americans turned to their government for help. They weren't disappointed.

Americans in 1941 were once again defending themselves and the world by investing in freedom. The investment paid off. The reorganized bond drives of the second World War brought $186 billion in savings. After the war, America was established as the world's strongest free nation, and her financial independence matured because of the people who kept the Spirit growing. Americans and their industries became prosperous along with the nation. Not because of war, but because we value peace with prosperity. That's why the United States promoted the formation of the United Nations, to keep the world together in peace. With the help of U. S. Savings Bonds, America has the strength to maintain it.

The space age, started in the 50's, is still going on because, for Americans, the sky has never been the limit. Mercury, Gemini, and Apollo proved that. Some of the funds that finance the flights of man come from U. S. Savings Bonds, as with almost any government investment. The technology developed through the space program and the government's funding of countless other projects and organizations, benefits all Americans when applied to other areas. Medical research, transportation, construction, conservation, safety, and education are just a few. At Grumman, we can see the result of our investment in U. S. Savings Bonds while we work. Whether it's space, energy, or defense technology, we know that Grumman is part of the Spirit of '76. With U. S. Savings Bonds, you can be too.

Safe, Simple, Secure

U. S. Savings Bonds benefit more than your country – they benefit you by providing a safe, simple, secure investment. Safe because they are backed by the U. S. Government and guaranteed to yield 6% interest when held to maturity (5 years). Simple because the automatic ease of the payroll savings plan makes buying bonds comfortably convenient. Secure because bonds are "indestructible" and easily redeemed. They'll be replaced when destroyed, lost, mutilated, or stolen, without charge, and can be cashed in after only 60 days with 4% interest after October.

The savings you accumulate through U. S. Bonds are exempt from local, or property taxes. Only when finally redeemed will Federal tax be payable. In planning for a sound financial future, joining the Payroll Savings Plan is one of the best ways to save without spending, because you don't see the money until you need it – for a new home, a vacation, a child's education, or a hundred other possibilities. You won't make a million overnight, but with consistent investment in U. S. Savings Bonds, your future will be richer.

In a few days you will be receiving a U. S. Savings Bond payroll deduction/change authorization card, and you'll discover that this year's plan is better than ever. Now your bonds can be registered not only in your own name, but in your wife's, child's, or whomever you wish. Also, a bond registered in your child's name for educational purposes will not usually be taxed when filed as his or her separate income. Keep in mind that you must include the social security number of all owners or co-owners, and that one parent must be listed as a beneficiary for a bond registered in a child's name.

The payroll savings plan is both convenient and simple. Each pay period deduction (amounting to at least 25¢ per week) is withheld from your check, and when your accumulated payments reach the purchase price of the bond you designate, it will be issued and mailed to your home. There are three denominations of bonds available at Grumman: $25, $50, or $100, and the cost of each is $18.75, $37.50, or $75.00. If you have already signed up for the plan, you may want to consider increasing your allotment, or changing the owner or beneficiary of your bonds. If so, fill out the appropriate spaces on the change/authorization card. If you aren't signed up – consider the advantages of the program and ask your department Savings Bond campaign representative any questions you might have. After evaluating the personal and national benefits, you will know why over 40 million Americans are investing in the future with U. S. Savings Bonds.

U. S. Savings Bonds are valuable to the nation, not only because they provide funds for various programs and projects, but because they are a crucial source of capital for the country's fiscal management.

This year, the assistance you give to the nation will earn more than interest. To portray the historical events of the United States' beginning years, the 1976 Savings Bonds have been redesigned. The changes make this year's bond a commemorative engraving in red, white, and blue, symbolizing the vigor and achievements of a still growing nation.

Grumman bonus drawing

This year, thirty Grummanites will not only save money by being part of the Payroll Savings Plan, they'll win trips, appliances, or shopping sprees worth up to $1,500. To encourage participation in this year's savings bond drive, and to make the program even more attractive than it already is, Grumman is sponsoring two bonus prize drawings, on May 26 and June 16. Anyone who is already a member, or signs up for the program before May 21, will be eligible for both drawings. If you miss the first deadline, you can still sign up by June 11 to qualify as a contestant for the second set of $350 and $1,500 prizes.

			CHOICE OF EITHER A OR B	
DATE	QTY	VALUE (EACH)	A	B
May 26	20	$250	Country Squire Barbecue Gas Grill G.E. Micro Wave Oven G.E. 10" Port-o-Color T.V. G.E. 19" Portable B/W T.V. w/stand Polaroid SX70 Kit Air Conditioner (5000 BTU) Sony Battery Operated T.V.	Supermarket Shopping Spree Dept. Store Shopping Spree
June 16	7	$350	G.E. Undercounter Dishwasher Westinghouse Automatic Washer Whirlpool Automatic Gas/Elec. Dryer Whirlpool 15 c.f. Frost-Free Refrig. Sylvania 19" Solid State Color T.V. 35mm Automatic Camera and Case Pioneer AM/FM Stereo Receiver G.E. Upright Freezer Portable Washer/Dryer Combination	Supermarket Shopping Spree Dept. Store Shopping Spree
	3	$1500	Home Entertainment Center G.E. 24 c.f. Refrigerator w/Ice Maker & Crusher on Door 7 Nights in Hawaii in Waikiki for two plus $500 7 Day Cruise or Trip to Virgin Islands for two plus $500 2 Nights in San Francisco, 3 Nights in Los Angeles, 2 Nights in Las Vegas for two plus $500	Supermarket Shopping Spree Dept. Store Shopping Spree

SPECIAL SUPPLEMENT

GRUMMAN plane news

Plane talk. Members of Kelly family gather for family picture: (L to R) Grumman scholar Phil, Pete, Michael, Mary, Ann, and Karen holding the plane wing. (Photos by Marie Trimborn)

Right move. Carol Zeidner, Grumman scholar Larry's mother, says he made the right move in trying for scholarship. Sid, Larry's father, will be at Whidbey Island until the end of May.

RICHARD BROWN, captain of the East Meadow H. S. tennis team, was key-man in raising enough money to maintain this sport when it was threatened by an austerity program. A busy scholar, he is a French tutor, a reporter for the school newspaper, science magazine staffer, science lab assistant, a member of the Student Activity Council, volunteer worker at Methodist Hospital in Brooklyn, and in his spare time plays the guitar. Next September he will major in chemical engineering at Rensselaer.

PETER ADORNATO, first academically of 322 students in his senior class at Xaverian High School, will pursue his doctorate with undergraduate studies in electrical engineering at Massachusetts Institute of Technology. A National Merit semi-finalist, this scholar is a member of the National Honor Society, a recipient of the Rensselaer medal for academic achievement, and a nominee of the NYS Society of Professional Engineers for their scholarship competition. Although his interests are in science and math, his Russian teacher ranks him as one of the top four students he's had over the past ten years.

JANET E. CRABBE attends Northport High School and looks forward to entering Rensselaer this fall. Eight years study with the violin were not enough to fulfill her musical ambition—she also plays the piano, guitar, clarinet, fife, and tuba. Presently, she is both concertmaster and president of the school orchestra. When not involved in music, she sews her own clothes, skis, swims, cooks, sails competitively, and reads for a pastime. She hopes to be either a mechanical or aerospace engineer.

(Continued on page 8)

Scroll bearer. Peter Adornato holds award for work with Senior Citizens. (L to R) Leslie, Paul, Grumman scholar Peter, John, Joan and Christiane.

Steven E. Tice
W. Tresper Clarke H.S.

Florence Di Stefano
Centereach H.S.

Randy Koleda
East Islip H.S.

Name scholarship contest winners

(Continued from page 7)

PHILLIP C. KELLY will be graduating from Huntington High School in June and is in the upper 10 percent of his class. He's interested in computers—having traded programming lessons in Fortran IV language for GDS computer time—and in building gas powered planes—presently a radio controlled craft. A lead trumpet player with the Thunderers, many time national title holders for musical show corps, he also enjoys tennis, skiing, and photography. In the fall, Phil will enter Princeton and major in electrical engineering.

FLORENCE DI STEFANO is president of the National Honor Society and second academically in her senior class at Centereach High School. High scorer on the math team, yearbook staff member, she teaches and choreographs new dance routines as a member of the kickline team for the school "Cougerettes." Her consuming hobby has been the girl scouts with whom she has attended international jamborees and made friends around the world. This has led to a curiosity about foreign lands and membership in an international language club. She will study electrical engineering at Rensselaer.

MICHAEL KATZ, a senior at Baldwin H. S., will major in environmental engineering at Princeton. A teacher says of Mike, "He's well liked and respected, very perceptive in math and he readily grasps difficult concepts." This scholar is a member of the mathletes, on the Honor roll, and a National Merit semi-finalist. A volunteer for the Cerebral Palsy Center, he is also a Key Club treasurer involved in a drive for recycling newspapers. He keeps in shape weight-lifting, bowling, and running for the Varsity track team. Leisure hours are spent collecting coins and stamps or writing stories, poems, and articles for magazines.

RANDY KOLEDA already has experience operating turret lathes, milling machines, and installing marine radio equipment. He loves to fix anything electrical and has his own business servicing electronic equipment and appliances. Randy belongs to the French club, math league team, is secretary of the Computer club, and a senior board member of the Leo Club. A first place gold medal winner of the Long Island Science Congress, he looks forward to a career in systems design. After graduation from East Islip H. S. this June, he will major in electrical engineering at Massachusetts Institute of Technology.

IRA NASH is valedictorian of his senior class and ranked first academically at J. F. Kennedy H. S., Bellemore. Past summers he has spent studying math and computer programming at Cornell and Phillips Andover Academy. One teacher says, "Ira has already shown math prowess and possesses the steadfastness necessary to succeed." A member of the Mu Alpha Theta National Math Honor Society, he has Varsity letters in debate, music, and student government. When he has time to himself, Ira enjoys reading and tennis. This fall he looks forward to aerospace studies at Harvard.

STEVEN E. TICE designed, built, and successfully tested a one-man racing hovercraft and a two-man recreational hovercraft. Radio controlled airplanes, cars, and a walking-talking robot are also among his accomplishments. An electronics instructor says of Steve, "He is exceptional not only in handling theory but also in mechanics." A senior at W. Tresper Clarke High School, he will major in aerospace engineering at Massachusetts Institute of Technology.

Changes in a winner's plans may mean he or she no longer qualifies for a Grumman Engineering Scholarship. An "alternate" will then step into the vacancy. The alternates this year are:

ERIC MAFFEI who will graduate from Cold Spring Harbor High School this June and enter Cornell to major in computer engineering. MARK T. CLAUS of J. F. Kennedy High School (Plainview) who is slated to enter Massachusetts Institute of Technology for aerospace and mechanical engineering. MARK AARON VERSHEL a senior at John F. Kennedy High School (Bellmore) who will specialize in computer sciences at Rensselaer. MICHAEL SANDERS from W. Tresper Clarke High School who plans to study mechanical engineering at the Illinois Institute of Technology.

The Scholarship Committee is made up of Jack Bierwirth, Chairman of the Board, and President Joe Gavin Jr., Grumman Corporation; George Skurla, Chairman of the Board and President, Grumman Aerospace Corporation; and Jean Esquerre, a Board member of Grumman Aerospace Corporation.

Members of the Scholarship Recommendation Committee are: Senior Vice President Larry Mead Jr., director of Departmental Operations; Vice President Tom Kelly, director of Engineering; Vice President Bob Pearson, Grumman Data Systems; Fred Edwards, assistant to Grumman Corporation's Vice President-Development, and Dan Knowles, director of Personnel, Grumman Aerospace Corporation.

Important letter. Ted and Margaret Luzzi beam with pride as their son David reads the letter awarding him Grumman scholarship. His sister, Carol, attends Wilkes college in Pennsylvania.

Michael Katz
Baldwin H.S.

Richard Brown
East Meadow H.S.

Ira Nash
J.F. Kennedy H.S.

More on investors' meeting

(Continued from page 2)

Members were interested in what the Equity Fund would be worth today if Fiduciary had not taken it over and changed the portfolio. Upson answered that it would be impossible to give a precise figure because no one could know how the former investment managers would have handled the portfolio's reinvestments.

Ed Balinsky, Vice President-Investments in Grumman Corporation, says, "If the portfolio had been kept intact (no buying or selling of securities) as held by the previous managers, its worth as of March 31, 1976, would be approximately $25 million. Today under Fiduciary the portfolio is worth $34 million. This figure has to be adjusted, however, because Fiduciary received almost five million dollars of new money after it took over the Investment Fund. Subtracting that from $34 million seems to indicate that the Fund is worth more today."

According to statistics at the Investment Plan office, the unit value of the Equity Fund when Fiduciary took over on July 30, 1974, was .757. As of March 30, 1976, the unit value was .971—a gain of 28 percent. The unit value of the Fixed Income Fund at take over was 1.383 and on March 30, 1976, it was 1.686—an increase of 22 percent.

During the discussion on the change of portfolio, the subject of "churning" was raised (the unnecessary and frequent turning over of a client's account by a broker to generate commissions for himself). Fiduciary Trust, Hi Upson explained, would not gain by churning because it does not work on a commission basis but rather on a fixed management fee paid by the Company.

In response to an inquiry about Fiduciary's investment in GEICO which had received such a bad press in financial pages, Upson admitted that it was a mistake. He said that Fiduciary had made money on it earlier at a higher price and then bought it again at an average of eight dollars a share. According to their information, he explained, it seemed to be a wise decision at the time to buy at a low price and expect a gain. The amount invested in the stock was small, representing one and one-tenth percent of the total Equity Fund.

On the question of whether a member should put money in the Equity or Fixed Income Fund for a 12-month period, Upson replied, "At this moment, the Fixed Income Fund appears attractive for a safe return on an investment. Again, however, this situation may not stay this way. If your personal goals are short term, stay with the Fixed Income; if long term, then go into Equities, because market experience indicates they bring a better return.

A listing of all the securities in the Employees Investment portfolio, Bob Bradshaw reminds the members, is kept in the Investment office and is open to any Plan member. Together with the listing is a monthly index of the unit value of the Equity Fund and Fixed Income Fund. Upson explains that Fiduciary does not give a daily or weekly listing of fund changes because it's too costly.

Some employees felt the meeting gave them the opportunity to get their views across to the Fund managers, and others said they understood more about the Employees Investment Plan as a result of the session. Many of the members looked forward to future meetings that are now scheduled to be held annually. And, Fiduciary Trust learned first hand that Grumman Investment Plan members are aggressive, aware, and expect good answers and performance.

TRAM update. Major Gen. Phil Shutler, Deputy Commanding General, Fleet Marine Force–Atlantic, receives update on A-6 TRAM development from (background L to R) Bill Trillo, A-6 program director; Vern Kramer, A-6 TRAM program manager, and (foreground) Jim Johnson, A-6 program B/N. (Photo by Gerry Costello)

obituaries

IRVIN W. WIGGINS of Invent. Plng. & Analy., Pl. 30, died April 9 at the age of 57. He had been with Grumman since 1966 and lived at 62 E. 16th St., Huntington Station.

LOUIS R. PURGA, Router & Shear Depart., Pl. 2, died April 10 at the age of 55. He had been with the company since 1943 and lived in Bohemia.

HENRY A. BELAY, Admin. Ops. Mgmt. & Staff, Pl. 35, died April 17 at the age of 46. He had been with the company since 1957 and lived at 27 Eastover Dr., E. Northport.

JEROME PAUL of Insp-Mech., Pl. 5, died April 17 at the age of 56. He had been with Grumman since 1965 and lived at 450 Division Ave., Hicksville.

HAROLD F. SCHAAL of Prod. Pl.-Mgmt. & Staff, Pl. 1, died April 17 at the age of 60. He had been with Grumman since 1942 and lived at 177 Sunrise Lane, Levittown.

LUCIANO E. COSTER of Antennas & Radomes, Pl. 14, died April 18 at the age of 45. He had been with the company since 1964 and lived at 636 West End Ave., NY.

THOMAS RAYMOND JARVIS, Production Mgt., Pl. 66, died April 19 at the age of 49. He had been with Grumman since 1964 and lived at 1958 Redwood Rd., Milledgeville, Ga.

GEORGE A. KOHLER of Prog. Contracts, Pl. 1, died April 21 at the age of 60. He had been with Grumman since 1969 and lived at 75 W. Walnut St., Farmingdale.

DAVID E. HAHN of Prod. Quick Response, Pl. 3, died April 28 at the age of 46. He had been with the company since 1952 and lived at 55 11th St., Locust Valley.

DONALD LOEVEN of E-2C Wings, Pl. 77, died April 28 at the age of 34. He had been with Grumman since 1965 and lived at 104 "F" St., Martin Mobile Park, Stuart, Fla.

GERARD M. ROONEY, N/C Mach., Pl. 3, died April 28 at the age of 51. He had been with the company since 1963 and lived at 1 Skidmore Ct., N. Babylon.

WILLIAM L. ROTH of Structures, Pl. 6, died May 1 at the age of 59. He had been with the company since 1940 and lived at 88 Franklin Ave., E. Northport.

See if you're an O.K. Boss

(Continued from page 5)

that moment. When a parent-style boss makes a criticism of a childlike employee, for instance, that is a "complementary" transaction because each plays an established role. Besides this, there is the "crossed" transaction where neither receives satisfaction and also the "ulterior" transaction which carries a hidden message. In the three kinds of transactions, there are OK and not-OK relationships. If established as a habit, the parent-child example referred to as "complementary" could inhibit both parties.

Destructive patterns can develop that are bad for the boss and the bossed as well as for the home organization they are part of. Muriel James has developed five questions to help "work out a contract with yourself and with others," each corresponding to a step necessary to create a successful relationship:

- Is there anything you want that would enhance your life and your job? ("It's good to have personal goals.")
- What would need to change? (You must initiate the change, not just try to change others.)
- What are you willing to do that would effect change? (You must be willing not just to complain and blame.)
- How would others perceive the changes? (Feedback must come from others to bolster you in your changes through cooperation or understanding.)
- How might you sabotage yourself? (An awareness of factors involved in your behavior and others that could interfere with your good intentions.)

According to Muriel James, if you write out your answers to these questions, based on realistic goals, you can begin to do something about improving your relationship with superiors and subordinates. After working out the answers, (especially question three), get an agreement from subordinate or boss (question four) to the reaction you expect when you act according to your new plan.

James adds that you shouldn't forget to list how you might sabotage yourself. One of the points she makes is that just as a person is considered innocent until proven guilty in the American system of justice, a boss should consider a subordinate competent until proved otherwise. Intended as a practical manual to help people improve themselves in the world of work, "The OK Boss" by Muriel James is published by Addison-Wesley and is interesting reading.

Money talk booklet

Everybody would like to know how to save and make money. Well, there's a 24-page booklet available that will advise you on how to manage your dollars intelligently and balance your home finances efficiently. It's called "Let's Talk About Money," put out by the Institute of Life insurance.

The booklet explains how to establish your financial goals, stretch your funds, evaluate your assets and liabilities, and contains information on wills, personal records, and insurance policies. It is available free; just write Department FN, Consumer and Community Services, Institute of Life Insurance, 227 Park Avenue, New York, NY 10017.

people

Two WAVEs made Grumman history on April 26 when they arrived from Whidbey Island to take classes in the EA-6B Program in Integrated Navigation Systems. AT-3 Edna (Eddie) Keeton (L) and ATAN Mattie Barnes became the first women avionic technicians ever to attend a maintenance course in Customer Training Systems at Bethpage. The women arrived with five other (more usual male) members of their VAQ-129 Squadron to undergo training on a new electronic system.

Avionics is not a new subject for either of the women. Barnes,

who hails from Kansas City, Kansas, has been stationed at Whidbey a year and Keeton, from Fargo, North Dakota, has been stationed on the island nine months, both of them working there as electronic technicians. Asked if the arrival of the women had changed anything, Bud Kreuter, deputy director of the program said, "We treat them the same as we do the men." After all, that's the way the Navy intends when WAVES will become "midshipmen" at Annapolis for the first time in the fall.

First to last ...

In April Ernie Vonderheyden (Above) of Plant 7 Flight Crews flew A-6 Intruder "number three" to Memphis Naval Training Center on its last flight for Grumman. More than 15 years of continuous "loan-back" from the Navy for use in testing at Grumman gave it the record for the longest time any plane had been on bailment at Grumman.

"I'm sorry we don't have a nickname for the ship," says Ernie, "but I guess we were always very businesslike working with it. Since I took it on its first flight in 1961, that A-6 has been through push overs, pull ups, accelerations, side slips, roll overs, and still performs like a champ." It was used in the E-2A testing program a chase/target craft and later was the airplane that fired the first in-flight anti radar missile for Grumman. The F-14 tests were accelerated when reliable "number three" was used as a tanker. Now it will never fly again. It will be used to train Navy ground crews for fleet service, according to Vonderheyden, who flew it from the first to the last of its life as a flight craft.

They didn't get away

Last year, Art Passmore of Subcontracts, Plant 44, didn't have to conjure any fish stories about the ones that got away. In fact, you may wonder if any fish escaped Art's lure. On April 17, he was named the top rod-and-reel angler in Connecticut at the 1975 Schaefer Salt Water Fishing Contest award ceremonies. There he received two first place awards —a Gold Weakfish Pin and a Gold Bluefish Pin—and second place Silver Striped Bass Pin.

Appointments...

Among those who recently received changes in assignments were: Donald L. Moyer, director, Advanced Space Systems, responsible for all Space-related new business activities; Newton E. Spiess, Chief of Technology, will help support in the development of Corporate technology applications policy and be concerned with current programs and new development activities; and Andrew H. Gelderman, director, Quality Assurance in Operations Quality; and in DEPARTMENTAL OPERATIONS: Donald J. McGuckin, project manager, Equipment Technology, Special Products; Hubert R. Grinsell, manager, Administrative Operations; Kenneth F. McSweeney, director, Supply Operations; Buddy G. Robinett, group head, Support Equipment Service, Field Service; Anna L. Pearsall, section head, Secretarial Services; Annunzio C. Sterrantino, assistant support program manager, EA-6B; and Alexander Kirillin, support program manager, E-2 Esrael, all in the Integrated Logistics Support Department; and in the Engineering Department Louis B. Popovich, engineering manager, EA-6B; Frances T. Lyons, section head, Secretarial Services; and Robert L. Ohrtman, manager, Administrative Operations; MANUFACTURING OPERATIONS: William Brown, foreman, Hydraulics; and Julius Rago, night foreman, Electron Beam Welding, both of Pl. 2; OPERATIONS QUALITY: in addition to his current responsibilities Andrew J. Breunig is assigned the responsibility of management of the Operations Quality functions for the Product Development Center; PROGRAM MANAGEMENT: Timothy J. Murphy is assigned the responsibility for the management of all Federally funded Energy Conservation Program activities.

On April Fools Day ...

Lt.Cdr. Tony Lynch is a pro A-6 bombardier/navigator and operations officer on VA-176. On April 1, he was not fooling when he flew his 2,000th hour. He even has a plaque and a picture (above) to prove he received it. He's shown receiving the memento from Grumman rep "Tippy" Messina at the Naval Air Station, Oceana, Virginia. Congratulations Tony, we really believe you. (Photo by C. J. Collins)

retirees

In response to requests, PLANE NEWS will publish the names and Plant numbers of Grummanites who will retire in the current month. Retirees in May are:

William F. Balchi (4)
Agastino S. Basile (3)
Ralph D. Benedict (1)
Clarence W. Blyman (18)
William B. Brown (28)
Cosmo D'Errico (2)
Robert P. Dippel (6)
Tadry Domagala (30)
Francis Fick (2)
Widmer C. Hansen (5)
Harold P. Hart (43)
Jacob Hart (2)
Emil R. Hlavac (7)
George E. Hoffmann (44)
Leighton Johnson (5)
Charles J. Loeffler (3)
Anthony R. Morace (30)
Stephen L. O'Brien (6)
Frances M. O'Connell (30)
Louis Pergola (2)
Peter Rezanka (44)
Viola R. Rucker (25)
Elizabeth A. Schledorn (30)
Francis Schnell (2)
Kurt Schroer (27)
Albert J. Sharp (2)
Theodore Siodmak (3)
Ellsworth J. Standen (44)
Walter J. Steiges (7)
Edgar S. Tubbs (77)
James C. Wallace (44)

calendar

Aikido Club: every Mon. & Wed., 5:15 p.m., Pl. 35 cafe; guests welcome. Bob Bauman, x3886.

American Production & Inventory Control Society: Tues., May 18, dinner 6 p.m., speaker 8 p.m., Maine Maid Inn, Jericho; local chapter; guest speaker: Kerry O'Gorman, IBM—"Capacity Planning in the 60's, 70's, 80's;" guests welcome. Norm Heilweil, x2250.

Grumman Scuba Divers Club: Wed., May 19, 5 p.m., Pl. 28 lobby; guests welcome. Cindy Schlicter, x6120.

Grumman Toastmasters Club: Wed., May 19, 5 p.m., Pl. 25 conference room 1C; local meeting; regular meeting; guests welcome. Tom Smith, x87360.

IEEE (L.I. Chapter): Wed., May 19, 8 p.m., Polytechnic Institute of N.Y., auditorium, Rte. 110, Farmingdale; dinner 6 p.m., Crows Nest Restaurant, 25 Smith St., Farmingdale; guest speaker: Kenneth Speiser, manager, Energy Advanced Sys., GAC—"Solar Energy for Residences;" guests welcome. T. Prasinos, x7911.

IEEE Reliability Section: Wed., May 19, 7:45 p.m., Polytechnic Institute of N.Y., Farmingdale; guest speaker: Edward Charkey, manager, American Insurance Association—"Today's Product Liability Risks;" guests welcome. Joe Drvostep. x2837.

Instrument Society of America: Fri., May 21, 7:30 p.m., Musicaro's, Melville; local chapter; 17th annual dinner-dance; installation of officers; guests welcome. Rich Romaneck, x2275.

Retiree Club: Wed., May 26, 1 p.m., Holiday Manor; regular monthly meeting; **Florida Suncoast:** Mon., May 24, 11:30 a.m., S&S Cafe., Sears Town, 1235 S. Missouri Ave., Clearwater; **Florida Treasure Coast:** Thurs., May 27, 12:30 p.m., Trade Winds Cafe., Sears Town, U.S. Route 1, Fort Pierce; **Florida Mid West:** Tues., May 18, 11:30 a.m., Holiday Inn, Crystal River.

Thompson, Cherry, Gerdon, Siegl join forces, win runner-up trophy

Even during the L.I. Industrial Women's Bowling Tourney awards ceremony, it was difficult to tell who was the winner. The same enthusiastic round of applause could be heard when the Nassau County Employees team was awarded the championship trophy, when the Grumman keglers accepted their runners-up trophies, and when each squad's most valuable player won her award.

The four keglers who represented Grumman this year gave the company combined tourney playing experience of over 45 years.

Chin Thompson, this year's team captain, has over 25 years of tourney play to her credit. In the 33rd women's tourney, Chin contributed to the squad's second place finish by rolling such games as 224, 210, and 195.

Newcomer to the Grumman varsity, but not to tourney play, is Evelyn Gerdon. On the last evening of competition, she managed to punish the pins for 205-202-208-220-835 series. Though it broke the old individual series record by one pin, Evelyn was awarded the second place trophy because an AIL woman rolled a new all-time high series of 857.

Bertha Siegl, a mainstay on the Grumman team for the past decade, bid farewell to the tourney players. The following day she flew down to Inverness, Florida, to set up a new home for her early retirement. She still intends to continue bowling ... but hopes to improve her golf game in the sunny clime.

This year, Bella Cherry, after an absence of four years from the tourney circuit, returned to don the Grumman uniform. For her consistent bowling, she was awarded the team's most valuable player award.

Varsity triumphs. Members of the Grumman women's varsity squad who placed second out of 14 industrial teams in the L.I. Women's Bowling tourney are (L to R): Bella Cherry, Eveyln Gerdon, Chin Thompson, and Bertha Siegl.

Offer summer excursions to Philadelphia, Mt. Snow

On June 25, 26, 27, members of the Grumman family can journey to Mt. Snow, Vermont for a weekend of sightseeing, golf, or whatever makes one happy. And, on Saturday, July 31, a one-day tour of Philadelphia is slated.

For $95 a person, the Mt. Snow package includes: round trip bus transportation; three meals on Saturday; breakfast and dinner on Sunday; two nights accommodations at Snow Lake Lodge; tour of Bennington Museum and Battle Monument; use of tennis courts, outdoor heated swimming pool, and canoes and paddle boats on Snow Lake; tour guide; and all taxes and gratuities.

Also available are such options as: golf ($7 per day); gas driven golf carts ($11 per day); and a gondola ride to the top of the mountain for $2.

For the price of $14 per person, Grumman employees, retirees, and their family members can tour the City of Brotherly Love. Here's the day's itinerary:

8 a.m. — depart from Plant 3 parking field

12 noon — lunch at Harvest House, Cherry Hill, N.J.

1:30 to 4 p.m. — tour of Philadelphia including Independence Hall and restoration area, Betsy Ross house, The Mint, and Christ Church.

7 p.m. — estimated return to Grumman.

For more information on both trips, contact Chet Baumgartner on Ext. 2133 or 2269.

L.I. champions. Members of the Grumman varsity basketball team are: (L to R) standing–manager Walt Gleich, Bob Beattie, Larry Bates, Fornd Famer, Jim McKinstry, Lee Gendron, Jim Heine, Nat Kelly, John Ebron, Tony Razziano; kneeling–Gary Flynn, Ed Krol, Jim Cruthers, Larry Tarvin, Rich Washington. Not pictured–James Brown and Frank Quarta. (Photo by Rich Breunig)

Hellcats get sweet revenge, defeat police for hoop title

By finishing the regular season in second place with a 7-3 record in the "A" division of the L.I. Industrial Basketball league, the Grumman varsity squad obtained a bye in the first round of the playoffs.

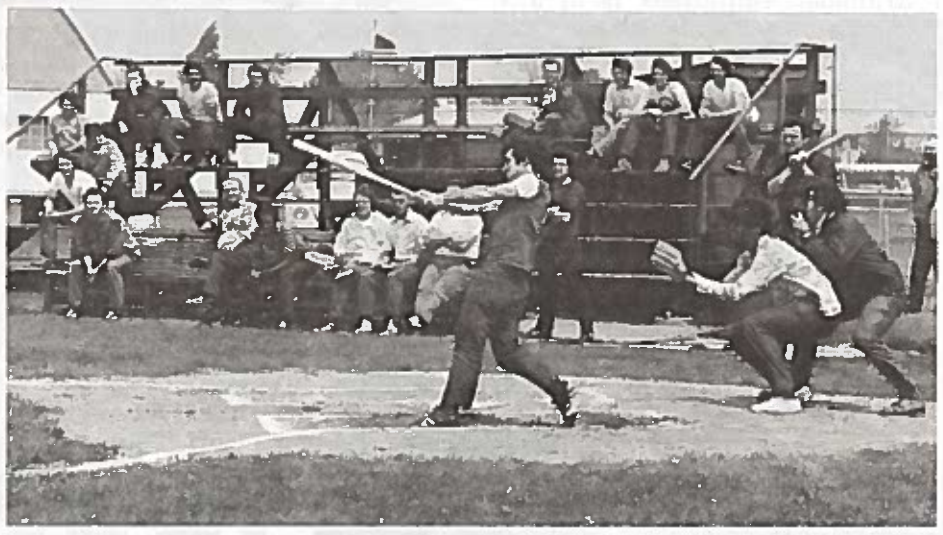
In the quarter-finals, the Hellcats defeated the Nassau County Alumni team, 106-85.

Grumman's next opponent was Sperry, the first place finisher in the "B" division with a respectable record of 9-1. It was a close contest the entire game until the last three minutes of the final quarter, when the Grumman hoopsters came from a four point deficit to a six point lead. Larry Bates was instrumental in this move by scoring 19 of his 39 points in the last period. Team captain Fornd Farmer and John Ebron led the defensive effort during the crucial three minute stretch. At the final buzzer, Grumman was the winner, 95-86.

In the finals, the varsity faced its old rival, the Nassau County Police. The police had easily vanquished its two opponents on the way to the deciding contest for the '76 title. Based on the prior two defeats that the Nassau Police squad handed the Hellcats, the police were heavily favored. But, the Grumman hoopsters rose to the occasion, and in the final 15 seconds of play Bates sank a 20-foot jump shot to provide the Grumman team with an 87-86 victory and league championship.

It was a total team effort, says coach Walt Gleich. Bates (25 points), Tarvin (20), Farmer (14) and Washington (10) supplied the fire power while James Brown, Jim Heing, Ed Krol, and Jim Cruthers provided a strong defensive front.

Aside from capping the 1976 L.I. Industrial title, the Hellcats came in second in the Glen Cove "B" division with a 12-4 record. The Hellcats combined record for the season was 22 wins and seven defeats.



Play ball. The GAA-sanctioned softball league season officially opened last week. Pictured above is the opening day game in the Plant 1 lunchtime league in which last year's champs, the Oldtimers, defeated the New Riders, 11-0. (Photo by Fred Annette)

scorecard

The first annual Metro-Long Island Amateur Softball Association "Hall of Fame" installation will be held at the Wheatley Hills Tavern, on Tuesday, May 25. Among those to be honored are former Grumman Yankee stars, Roy Stephenson and George Fowler, and the late Leon "Jake" Swirbul.

Stephenson of Transportation, Plant 3, is a member of the National Hall of Fame. During the late 40's and early 50's he was one of the nation's outstanding speed pitchers and led the Grumman Yankees to many national tournaments. His teammate George Fowler of Sub-Assembly, Plant 1, is being honored as an outstanding infielder with 12 world tournaments to his credit.

As Vice President and later President of Grumman Aircraft Engineering, the late Jake Swirbul was the man responsible for the company's development of top softball teams and was recognized by many as the sponsor who brought "big time" ball to the Long Island area.

Tickets for the event are $10 and may be obtained at the GAA office in Plant 30 or from A.S.A. Vice President, Walt Peterson in Plant 5 on Ext. 7511.

Trim cost

GAA has acquired a discount for all Grummanites and their immediate families at the Jack LaLanne Health Spas. Yearly membership costs $299, but for employees, it has been cut to $195 for one year, and $250 for two years.

The enrollment center for Grumman employees is at 373 Old Country Rd., Westbury. This offer will expire May 31. For further information, contact the GAA office in Plant 30 on Ext. 2133.

Mystery man

In the last issue of PLANE NEWS, who was that unidentified fellow playing billiards? It was none other than GAA's Pocket Billiard Tourney champion Frank Castiglione. He won the 1976 contest by defeating Cosmo Scura, 100-52. Sorry about that, Frank.

Sons shine

A month before the famous Boston Marathon, two young members of the Grumman family working in Iran, entered the Iran Roadrunners-CIPICO Persian Marathon in Tehran. Gary Ageinago, son of Lou, and Jim Morales, son of Joe, were among the 48 of the 87 entries to finish the arduous Olympic endurance distance race of 26 miles and 385 yards. Unlike the warm weather at this year's Boston Marathon, the Tehran Marathon offered snowbound hills and mud roadways to challenge its long distance runners. Gary finished 21st and young Morales finished 47th.

Exploring, anyone?

The newly organized Grumman Explorer's Club is looking for persons interested in researching areas of historical significance; searching for artifacts and treasures with metal and mineral detectors; and designing circuitry to improve detection techniques. The club also plans to sponsor discussion groups on related topics, field trips, and a series of exhibits. If you are interested, contact Irwin Brandon on Ext. (513) 7915.

Volleyball victors. Members of the Plant 1 winter volleyball lunchtime league championship team, the Spikers, are (L to R) front row–Frank Abbondondolo, Bill King; standing–Roe Strazzeri, John Ketcham, Mike Gallo, Bob Cantwell, and Ron Knight. Tony Zitkus was not available for photo session. (Photo by Rich Breunig)

100% missing

It was definitely a bonanza year for the GAA membership drive, and the number of departments in the company that hit the 100 percent participation mark was the highest ever. Unfortunately, a few departments that gave their all to GAA were not listed in PLANE NEWS. They were Tool Control in Plant 2; Information and Record Services in Plants 6, 25, 35, 40; and Quality Control in Plant 6.

And, at Stuart Operations, those departments that hit the 100% mark are: Stuart Tool Engg., Facilities, Flight Acceptance, Material Control, Product Support, Production Mgmt. Staff, Avionics, Program Planning Control and Budgets, Plant Mgmt., Program Mgmt., Facility Services, Finance and Administration, Plant Protection, Sub-Assembly, Program Estimating/Pricing, Program Contracts, IRAN, Paint Shop, Fuselage Assembly, Industrial Engg.

Ferocious finale

While most of us stayed indoors during the cold, wintry days at lunchtime, a rather energetic and warmly clad group of volleyball enthusiasts participated in the Plant 1 winter league. At the end of the season, four squads qualified for the playoffs.

In the semi-finals, the Hawks coached by Bill Fallar fell to the red hot Panama Reds led by Ken Smith, 21-11, 21-16. Mike Gallo's Spikers "snuck" by Bob Bunn's Ceilmen, 21-18, 21-19 to earn a slot in the finals.

And what a final series it was. In the last game of the best-of-five series, the Spikers lived up to its namesake and launched a ferocious spiking attack to cap the 1976 Plant 1 title, 21-16.

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